

ANNUAL PUBLIC FILE EEO REPORT

KTLM TV-40

Call Sign of Station(s): KTLM 4/1/16 – 03/31/17

1. List all full-time job vacancies filled by any station covered by this report during the past year.

- 23463BR Assignments Editor
- 26021BR Anchor
- 26260BR Video Journalist
- 27097BR Telemundo 40 Intern
- 27627BR Web Editor
- 27681BR Technical Production Assistant
- 27683BR News Producer
- 27685BR APC Operator
- 28627BR APC Operator
- 28770BR Content Producer
- 28771BR Producer
- 29293BR Telemundo 40 Intern
- 29588BR Traffic Assistant
- 29589BR Assignments Desk Editor
- 29696BR Account Executive
- 30479BR Content Producer
- 30480BR Photographer/Editor
- 31387BR Video Journalist

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form. **Forms are at the end of the report.**
3. In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1?

52 total interviewees

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.

Name of Recruitment Source	Total Number of Interviewees Referred During Year
NBC Universal Careers Website	16
Employee Referral	4
Career Builders	0
Internal Candidate (NBCUniversal)	8

TVJobs.com	0
YOH Managed Staffing	4
KTLM On Air Spots	0
UTRGV Website	6
STC Website	0
Internship Program	2
Career and Job Fairs	6
Social Media Sites	4
Indeed.com	2

5. Please summarize the station's (or station group's) broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the station's participation in each initiative.

JOB FAIRS, CAREER DAYS & RECRUITMENT EVENTS

April 20, 2016 Idea High School Career Day

Presenter: Isamar Terrazas

Presentation to 11th Graders, Spanish class - spoke to students about her career as a Journalist, the importance of being bilingual, and a typical day in the News room and the most important aspects of a Newscast.

Attendance: Approximate 100 students

May 26, 2016 Evangelina Garza Elementary La Joya ISD Career Day

Presenter: Yulieth Botello, Weekend Anchor

This career day was one-on-one presentations for 5 class rooms for 3rd, 4th and 5th grade students. Presenter gave a brief description regarding her broadcasting career and the education needed to pursue a career in Communications or Broadcasting.

Estimated attendance: Average of 20 students per classroom.

September 26, 2016
McAllen ISD
McAllen Convention Center
5th Annual College Career Night Expo

Presenters: Martha Muniz, Office Manager and Isamar Terrazas, Assignments Desk Editor

This is an annual college night for parents and students from all McAllen High Schools and Middle Schools district. The purpose of this event is to provide information to parents and students about college and career options. The experiences and information students obtain during this event will help them with the right tools needed for successful career planning.

Estimated attendance: 1500 attendees between students and parents.

October 5, 2016
UT-RGV
Brownsville Campus
2016 Fall Career Expo

Presenters: Jose Flores, President & GM, Martha Muniz, Office Manager, Laura Repreza, Marketing & Promotions Manager

This event is hosted by UTRGV Career Center during HESTEC week. UTRGV invites many different companies, organizations and government agencies to be part of the 2016 fall recruitment expo where companies can give out information to qualified students on career and job opportunities, internships and more.

Estimated attendance: 2500 students

October 5, 2016
UTRGV
Latina Day
HESTEC

Presenter: Tania Leal, Weather Anchor

Presenter was the emcee for Latina Day. She made a presentation to students where she spoke on how to prepare for a TV career to be a Meteorologist and the University she attended to get her degree.

Estimated attendance: 1200 students and University staff

October 6, 2017
UTRGV
Robotics Day
HESTEC

Presenter: Joeseeph Martinez, Weather Anchor

Presenter was the Emcee for Robotics day. He spoke to students about his career with weather. He did the weather trivia game with students.

Estimated attendance: 1000 students and University staff

October 7, 2016
UT-RGV
Edinburg Campus
2016 Fall Career Expo

Presenters: Martha Muniz, Office Manager and Norma Villanueva, Sales CSR

This event is hosted by UTRGV Career Center during HESTEC week. Many different companies, organizations and government agencies attend 2016 fall recruitment expo to give out information and recruit qualified students on all career and job opportunities, internships offered by the company.
Estimated attendance: 3500 students

January 17, 2017
B.L. Gray Jr. High
12th Annual Career Day

Presenter: Joeseeph Martinez

Presenter spoke to Middle High Students which is the time they begin making decisions which will shape their future education and career. During this career day, we provide each student with the opportunity to learn about a variety of careers and our goal is to help them make a more informed decision as they consider their future career path.
Estimated attendance: 800 students

January 27, 2017
Sam Houston Elementary
Career Day

Presenter: Isamar Terrazas, Assignments Desk Editor

Presenter made a presentation in five classrooms. Each classroom had around 20 to 25 students. Theme of presentation was the different careers at a Television Station and the education needed.
Estimated attendance: 100 students

February 3, 2017
Cathy Middle School
Career Fair

Presenters: Laura Repreza, Marketing Director and Martha Muniz, Office Manager

Presenters setup a booth to speak to students from 6th, 7th and 8th grade to expose them to the different careers opportunities within the Television industry. Students were separated by grade levels and were prepared with questions regarding the different career and job opportunities, salary ranges and education needed to be able to work for a Television station.
Estimated attendance: 1014 students

February 11, 2017
TSTC
Skills USA Judge

Presenter: Noel Duran, Operations Manager

Presenter was a judge for a broadcast video and Job interview contest of 19 teams (2 members per team) between the different High Schools of the RGV. Each team had to turn in a resume and a portfolio with their work.

Skills USA is a United States career and technical student organization serving more than 360,000 high school and college students and professional members enrolled in training programs in technical, skilled, and service occupations, including health occupations. This competition is held in the local, state and national levels. Winners here advance to the state level competition.
Estimated attendance: 100 contestants and staff organizers

February 22, 2017
Alonzo De Leon Middle School
Annual Career Day

Presenters: Martha Muniz, Office Manager and Laura Repreza, Marketing Director

Presenters spoke to 6th, 7th and 8th grade students to expose them to the different career opportunities within a TV station, not only broadcasting but careers in Finance, Engineering, Technology, Marketing, graphics and more.
Estimated attendance: 500 students

February 23, 2017
Carl C. Waitz Elementary, Mission ISD
Career Fair

Presenter: Joeseeph Martinez

Presenter spoke to 3rd, 4th and 5th grade students about the different career opportunities and on how rewarding and challenging a career in television is.
Estimated attendance: 800 students

February 24, 2017
Health Career Photography
Texas HOSA Judge

Presenter: Laura Repreza, Marketing and Promotions Director

Presenter was a judge to the 2016-17 Health Career Photography competition. The purpose of this competition is to encourage HOSA members to analyze different health careers through the use of digital photography and to use technology in editing and digital.
Estimated attendance: 150 contestants and organizers

March 3, 2017
Castro Elementary Mission ISD
Career on Wheels

Presenter: Alicia Barrera, Video Journalist

The theme of this career day was to expose students to Professionals who work from their vehicles most of the time. Alicia walked the students thru the process of her daily tasks and responsibilities and showed them the equipment she uses to perform her job a professional video journalist and reporter. The setup for the “Career on Wheels” Expo was out door in the field and each presenter was able to show and tale his/her work vehicle.

Estimated attendance: 80 students

March 7, 2017
UTRGV
Edinburg Campus
2017 Spring Career Expo

Presenters: Jose Flores, President & General Manager and Martha Muniz, Office Manager

This event is hosted by UTRGV Career Center. Presenters from companies, organizations and government agencies have the opportunity to recruit and give out information to qualified students about career and job opportunities, internships and more within the Television industry.

Estimated attendance: 2000 students

March 8, 2017
UTRGV
Brownsville Campus
2017 Spring Career Expo

Presenters: Martha Muniz, Office Manager and Norma Villanueva, Sales CSR

This event is hosted by UTRGV Career Center. Presenters from companies, organizations and government agencies have the opportunity to recruit and give out information to qualified students about career and job opportunities, internships and more within the Television industry.

Estimated attendance: 1500 students

March 9, 2017
Monte Alto High School
Career & Technology Field Trip

Presenter: Jose Flores, President and GM, Javier Guerra, Director of Technology, Martha Muniz, Office Manager

20 High School Students and their Career and technology teachers visited the Telemundo 40 station. Grade levels from 9 to 12. The purpose of their field trip was to observe how Telemundo 40 works in the backstage during a Newscast and to get an overview of the different careers in technology within a Television station.

Attendance: 20 students and 2 teachers

March 10, 2017
Hurla M. Midkiff Elementary
Career Day

Presenter: Yulieth Botello, Weekend Anchor

This Career Day was setup in the Cafeteria of the school for 3rd, 4th & 5th grade students. Presenter talked to the students about what she does at work, how they record the news and the importance of staying in school.

Estimate attendance: 300 students

1. INTERNET RECRUITING

Telemundo 40 post all open positions at www.nbcunicareer.com and our own website, www.telemundo40.com. We also post on line at the following Websites: www.indeed.com, www.careerbuilders.com, www.TVjobs.com, www.utrgv.edu/careerservices, www.collegecentral.com/southtexascollege and other Social Media Sites.

2. INTERNSHIP PROGRAM
Spring, Summer and Fall 2016 – Spring 2017

Telemundo 40 has continued with the paid internship program for qualified undergraduate and graduate students interested in the TV broadcasting industry. Interns gain hands-on experience while working on challenging projects, networking with professionals and learning from some of the brightest minds in the business. We hired 4 student interns during the period of 04/01/16 to 03/31/17.

3. SCHOLARSHIP PROGRAM

Telemundo 40 participated with 2 local High Schools and awarded 4 qualified seniors pursuing careers in Mass Communications and Broadcasting with Scholarships of \$1000 each.

4. Internal Outreach Publications

Telemundo 40 continuously announces all job and internship opportunities internally own channel.

5. Publications

Newspaper Ad on the Monitor;

6. INTERNAL EMPLOYEE EEO TRAINING

The Stations regularly offer training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. All employees, including management, must complete Diversity and Inclusion training when they join NBCUniversal. The TV stations of NBCUniversal continue to regularly offer training to employees addressing methods of ensuring equal employment

opportunities and preventing discrimination, including ongoing Diversity and Inclusion Training, Integrity Training and Code of Conduct Training.

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 23463BR Assignments Editor

Date Job Filled: 06/27/16

Recruitment Source

That Referred

Ultimate Hire: Current NBCUniversal Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Americas Job Bank	http://www.ajb.dni.us/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela.montoya@nbcuni.com	adriana.salazar@nbcuni.com	No
KTLM- On Air Spot Internship Recruitment	http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf	Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No
UTRGV website	http://www.utrgv.edu/careerservices	Ronnie Garcia	Rgarcia3@utpa.edu 956-665-2245	No
South Texas College website	http://studentservices.southtexascollge.edu/careerservices	Melody Portillo	mportill@southtexascollge.edu	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 26021BR Anchor

Date Job Filled: 07/18/2016

Recruitment Source

That Referred

Ultimate Hire: NBCUniversal Careers

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Americas Job Bank	http://www.ajb.dni.us/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@yoh.com	No
KTLM- On Air Spot Internship Recruitment	http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf	Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No
UTRGV website	http://www.utrgv.edu/careerservices	Ronnie Garcia	Rgarcia3@utpa.edu 956-665-2245	No
South Texas College website	http://studentservices.southtexascollege.edu/careerservices	Melody Portillo	mportill@southtexascollege.edu	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 26260BR Video Journalist

Date Job Filled: 4/11/2016

Recruitment Source

That Referred

Ultimate Hire: Internal referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Americas Job Bank	http://www.ajb.dni.us/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@yoh.com	No
KTLM- On Air Spot Internship Recruitment	http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf	Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No
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South Texas College website	http://studentservices.southtexascollge.edu/careerservices	Melody Portillo	mportill@southtexascollge.edu	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 27097BR Telemundo 40 Intern

Date Job Filled: 06/06/2016

Recruitment Source

That Referred

Ultimate Hire: Current NBC Intern

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Americas Job Bank	http://www.ajb.dni.us/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	mariela.montoya@yoh.com	No
KTLM- On Air Spot Internship Recruitment	http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf	Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No
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South Texas College website	http://studentservices.southtexascollge.edu/careerservices	Melody Portillo	mportill@southtexascollge.edu	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 27627BR Web Editor

Date Job Filled: 07/05/2016

Recruitment Source

That Referred

Ultimate Hire: NBCUnicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Americas Job Bank	http://www.ajb.dni.us/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	mariela.montoya@yoh.com	No
KTLM- On Air Spot Internship Recruitment	http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf	Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No
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South Texas College website	http://studentservices.southtexascollge.edu/careerservices	Melody Portillo	mportill@southtexascollge.edu	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 27681BR Technical Production Assistant

Date Job Filled: 06/20/2016

Recruitment Source

That Referred

Ultimate Hire: Current NBCUniversal Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Americas Job Bank	http://www.ajb.dni.us/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
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South Texas College website	http://studentservices.southtexascollge.edu/careerservices	Melody Portillo	mportill@southtexascollge.edu	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 27683BR News Producer

Date Job Filled: 06/20/2016

Recruitment Source

That Referred

Ultimate Hire: Internal referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Americas Job Bank	http://www.ajb.dni.us/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 27685BR APC Operator

Date Job Filled: 06/20/2016

Recruitment Source

That Referred

Ultimate Hire: NBCUni Careers Website

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Americas Job Bank	http://www.ajb.dni.us/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
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South Texas College website	http://studentservices.southtexascollge.edu/careerservices	Melody Portillo	mportill@southtexascollge.edu	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 28627BR APC Operator

Date Job Filled: 10/10/2016

Recruitment Source

That Referred

Ultimate Hire: Internal Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Americas Job Bank	http://www.ajb.dni.us/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 28770BR Content Producer

Date Job Filled: 09/26/2016

Recruitment Source

That Referred

Ultimate Hire: NBCUnicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Americas Job Bank	http://www.ajb.dni.us/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@yoh.com	No
KTLM- On Air Spot Internship Recruitment	http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf	Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No
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South Texas College website	http://studentservices.southtexascollge.edu/careerservices	Melody Portillo	mportill@southtexascollge.edu	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 28771BR Producer

Date Job Filled: 09/5/2016

Recruitment Source

That Referred

Ultimate Hire: Current NBC Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Americas Job Bank	http://www.ajb.dni.us/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@yoh.com	No
KTLM- On Air Spot Internship Recruitment	http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf	Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No
UTRGV website	http://www.utrgv.edu/careerservices	Ronnie Garcia	Rgarcia3@utpa.edu 956-665-2245	No
South Texas College website	http://studentservices.southtexascollge.edu/careerservices	Melody Portillo	mportill@southtexascollge.edu	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 29293BR Student Intern

Date Job Filled: 10/31/2016

Recruitment Source

That Referred

Ultimate Hire: School website

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Americas Job Bank	http://www.ajb.dni.us/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@yoh.com	No
KTLM- On Air Spot Internship Recruitment	http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf	Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No
UTRGV website	http://www.utrgv.edu/careerservices	Ronnie Garcia	Rgarcia3@utpa.edu 956-665-2245	No
South Texas College website	http://studentservices.southtexascollge.edu/careerservices	Melody Portillo	mportill@southtexascollge.edu	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 29588BR Traffic Assistant

Date Job Filled: 10/24/2016

Recruitment Source

That Referred

Ultimate Hire: nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Americas Job Bank	http://www.ajb.dni.us/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@yoh.com	No
KTLM- On Air Spot Internship Recruitment	http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf	Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No
UTRGV website	http://www.utrgv.edu/careerservices	Ronnie Garcia	Rgarcia3@utpa.edu 956-665-2245	No
South Texas College website	http://studentservices.southtexascollge.edu/careerservices	Melody Portillo	mportill@southtexascollge.edu	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 29589BR Assignments Editor

Date Job Filled: 10/3/2016

Recruitment Source

That Referred

Ultimate Hire: current NBC intern

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Americas Job Bank	http://www.ajb.dni.us/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@yoh.com	No
KTLM- On Air Spot Internship Recruitment	http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf	Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No
UTRGV website	http://www.utrgv.edu/careerservices	Ronnie Garcia	Rgarcia3@utpa.edu 956-665-2245	No
South Texas College website	http://studentservices.southtexascollge.edu/careerservices	Melody Portillo	mportill@southtexascollge.edu	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 29696BR Account Executive

Date Job Filled: 11/09/2016

Recruitment Source

That Referred

Ultimate Hire: nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Americas Job Bank	http://www.ajb.dni.us/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@yoh.com	No
KTLM- On Air Spot Internship Recruitment	http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf	Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No
UTRGV website	http://www.utrgv.edu/careerservices	Ronnie Garcia	Rgarcia3@utpa.edu 956-665-2245	No
South Texas College website	http://studentservices.southtexascollge.edu/careerservices	Melody Portillo	mportill@southtexascollge.edu	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 30479BR Content Producer

Date Job Filled: 01/03/2017

Recruitment Source

That Referred

Ultimate Hire: nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Americas Job Bank	http://www.ajb.dni.us/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@yoh.com	No
KTLM- On Air Spot Internship Recruitment	http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf	Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No
UTRGV website	http://www.utrgv.edu/careerservices	Ronnie Garcia	Rgarcia3@utpa.edu 956-665-2245	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 30480BR Photographer/Editor

Date Job Filled: 01/03/2017

Recruitment Source

That Referred

Ultimate Hire: Internal referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Americas Job Bank	http://www.ajb.dni.us/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@yoh.com	No
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UTRGV website	http://www.utrgv.edu/careerservices	Ronnie Garcia	Rgarcia3@utpa.edu 956-665-2245	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 31387BR Video Journalist

Date Job Filled: 03/20/2017

Recruitment Source

That Referred

Ultimate Hire: Internal Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Americas Job Bank	http://www.ajb.dni.us/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
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YOH Managed Staffing		Mariela Montoya	Mariela.montoya@yoh.com	No
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UTRGV website	http://www.utrgv.edu/careerservices	Ronnie Garcia	Rgarcia3@utpa.edu 956-665-2245	No